

WorkFirst Causal Factor Services Grid (as of July 13, 2005)

Goal A: Enough Income to Not Need TANF

Key Strategies in Order of Influence	Causal Factors in Priority Order	Services Offered (Description)	Population served, eligibility, volume	Service Costs and Outcomes
1. Maintaining a Job, and Job and Income progression	1. Jobs are available			
	2. Quality child care	<p>Child Care Subsidies: Provides child care subsidy payments for TANF/WorkFirst participants and non-TANF low-income parents who participate in employment, work activities and training. Childcare assistance allows low-income families to attain and maintain self-sufficiency by helping to pay for childcare expenses.</p> <p>Families are eligible up to 200% of FPL, which corresponds to about \$30,500/year for a family of 3.</p> <p>Seasonal and Homeless: This category covers Seasonal and Homeless Child Care subsidy programs and child care quality improvement programs. Funded primarily through the Child Care Development Fund, these programs improve the quality and availability of childcare, provide comprehensive consumer education, and increase parental choice.</p> <p>Seasonal Child Care is subsidized childcare for eligible families who are seasonally employed agricultural workers.</p>	<p>62,218 children (unduplicated count) per month in SFY 04</p> <p>Income Distribution of Population Served:</p> <ul style="list-style-type: none"> • 41% under 82% FPL (family of three earning less than \$13.2K/year) • 34% 82%-137% FPL (family of three earning between \$13.2K and \$22K/year) • 25% 137%-200% FPL (family of three earning between \$22K and \$32.2K/year) <p>Statewide programs serving parents, child care providers, employers and the community</p> <p>Seasonal child care: 1,685 children per month in SFY 04 SFY 03 total: 4,069 children SFY 03 expenditure: \$6.9</p>	<p>\$247,451,000</p> <p>\$21,115,000</p>

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		<p>Homeless Child Care is subsidized childcare for eligible homeless families involved in qualifying activities.</p> <p>Contracted programs include:</p> <ul style="list-style-type: none"> ▪ Child Care Resource & Referral ▪ ECEAP ▪ Homeless & Seasonal Child Care Subsidies ▪ Healthy Child Care Washington ▪ State Fire Marshal ▪ School's Out Washington ▪ Food & Nutrition (OSPI) ▪ State Training & Registry System ▪ TEACH Scholarships ▪ OTED Micro Loans ▪ Child Care Advantages ▪ Career & Wage Ladder Evaluation ▪ Infant/Toddler ▪ Recruitment and Retention ▪ DASA Family Enhancement ▪ Child Care Cord. Comm. ▪ Brain Net 	<p>Homeless child care: 123 children per month in SFY 03 SFY 03 total: 1,479 children SFY 03 expenditure: \$630K</p> <p>SFY 03 expenditures by contract: CCR&R: \$1.8m ECEAP: \$5.1 Homeless/Seasonal: see above Healthy Child Care WA: \$112K State Fire Marshall: \$154K Schools Out WA: \$328K Food & Nutrition: \$1.1m STARS: \$800K TEACH: \$225K OTED MicroLoans: \$350K Child Care Advantages: \$250K C&W Ladder Eval: \$3.3m Infant/Toddler: \$1.01m R&R: 3.05m DASA: 58K CCCC: \$12K Brain Net: \$4.9K</p>	
	3. Transportation	See ESD Support Services below		

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	4. Job readiness <ul style="list-style-type: none"> Barrier removal 	<p>DSHS Local Contracts: Provides work preparation activities (e.g., job skills), on-site family violence services in CSOs, and other services aimed at removing barriers to employment (e.g., substance abuse treatment).</p> <p>LEP Pathway provides specialized services to refugees and other WorkFirst participants with limited English proficiencies in a culturally sensitive manner. Services include English as a Second Language (ESL) training, work preparation, job placement assistance, job retention, and wage progression.</p> <p>DSHS Client Services and Support: Translation and interpreter services for TANF clients.</p>	<p>5,909 clients per year for employment-focused and barrier removal services</p> <p>SFY 03 expenditures by type of contract: Domestic Violence: \$981,182 Drug/Alcohol: \$850,000 Regional WF: \$2,389,535 LEP: \$1,367,000 All Other: \$1,690,295</p> <p>Approximately 11% of the adult caseload each month is in the LEP pathway (3,791 / mo).</p> <p>Approximately 7% of the TANF population requests materials in a language other than English.</p>	<p>\$7,786,000</p> <p>See contract expenditure above</p> <p>\$1,278,948</p>
	<ul style="list-style-type: none"> Job application skills 	See services in Job Seeking category below		
	<ul style="list-style-type: none"> Support services 	<p>DSHS Support Services: Goods and services (e.g., gasoline or work clothes) that are purchased to help clients work, find work, or deal with family emergencies.</p>	<p>18,979 clients per year</p> <p>Monthly average: 2,434 clients SFY estimated expenditures by major category: Car Repairs and public transportation \$2.5m Clothing and tools: \$1.0m Counseling, licenses, diagnostic and medical testing: \$927K Early exit bonus: \$1.4m Personal hygiene, diapers, haircuts: \$347K Meals, lodging, accommodation, rent: \$235K All other: \$184K</p>	<p>\$3,896,000</p>

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		ESD Support Services: ESD provided support services, such as transportation, clothing, and minor car repairs, to allow customers to be able to participate, look for work, and to accept and keep employment.	48,155 customers received support services from ESD in SFY '03. SFY Estimated Expenditures by Major Category: Car Repairs and Public Transportation: \$3.2m Counseling, licenses, diagnostic and medical testing: \$405K Personal hygiene, diapers, haircuts: \$230K Meals, lodging, accommodation, rent: \$36K Clothing and tools: \$1.2m All other: \$460K	\$3,506,000

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	<ul style="list-style-type: none"> Job seeking 	ESD Job Placement Services	<p>ESD Job Search serves the majority of WorkFirst participants. ESD is the mainstream provider, serving an average of 5410 customers per month in full-time job search activities, plus significant numbers of clients part-time. This requires ESD to provide services that meet the needs of the widest variety of customers with diverse circumstances, educational levels, work histories, skills and abilities. The staff to customer ratio for a WorkFirst Specialist in SFY'03 was about 1:29 per day, which translates into about 609 customer contacts per worker per month, according to participation expectations.</p> <p>Approximately 13,000 clients receive WPLEX services in a month. These clients were working part or full-time, on or off of TANF, and received job retention and wage progression services. The staff to customer ratio for a WPLEX Specialist in SFY '03 was about 1:78 per month, with an average of five contacts per customer.</p>	\$28,017,000
	<p>5. Skill acquisition</p> <ul style="list-style-type: none"> Work experience 	Community Jobs provides subsidized employment and training to hard to serve TANF recipients to prepare them for permanent unsubsidized employment. CJ contractors provide intensive case management and facilitate barrier reduction.	CJ will serve approximately 2,251 hard to serve clients statewide this fiscal year.	\$13,453,000

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	<ul style="list-style-type: none"> Training and education 	<p>SBCTC Contract: To meet local needs, colleges provide one or a combination of the following programs through a block grant:</p> <p>Customized Job Skills / Integrated Basic and Technical Skills Training (called Pre-employment Training prior to 02-03 block grants) - - employer-driven individual or group job skills training. A smaller number of TANF adults are offered longer higher wage training (HWHHD).</p> <p>Work-Study -- paid work experience or internships, done in conjunction with tuition assistance that allows TANF adults to meet work requirements and attend training.</p> <p>WorkFirst Financial Aid/ Tuition Assistance -- tuition, books, and/or fee assistance to WorkFirst students for working low-income parents.</p> <p>Other Basic Skills and/or Job Skills Training -- family literacy, educational interviewing, employment skills such as those done in conjunction with job search, ABE/ESL/GED, basic computer skills, soft skills, job search competencies, and other training.</p> <p>Post-Employment Services -- workplace basic skills or other job skills training aimed at wage progression; and</p>	<p>In the academic year 2002-03:</p> <ul style="list-style-type: none"> 4,244 students received Customized Jobs Skills Training. Of these, 84% (3,565) were current or recent TANF recipients 230 clients were served by High Wage / High Demand programs, which are 100% TANF. There were 411 Work Study clients, also 100% TANF. 	<p>\$22,408,000</p> <p>Approximately 62% of the budget</p> <p>Approximately 8% of the budget</p> <p>Approximately 19% of the budget</p> <p>Approximately 5% of the budget</p>

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		Child Care – to facilitate access to child care for WorkFirst training participants.		
	▪ Transportation	See ESD Support Services above		
	▪ Barrier removal	See above		
	6. Matching jobs with seekers	CTED Business Outreach consults, trains, finances, links industry sectors to local business outreach teams and staff across the state and WF partners. Works primarily through the WorkSource system to deliver services in an integrated manner between WorkFirst and WorkSource staff.	Employers, economic development partners, WorkFirst Job Seekers, and local and regional business outreach teams.	\$300,000
	7. Parenting skills			
2. Income Support	1. Connect people to resources (e.g. Medicaid, EITC, Food Assistance, Housing, SSI)	EITC Outreach – see OFM WorkFirst Contract		

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	2. Provide time-limited maintenance income	<p>Cash grant: TANF provides cash grants to low-income families with children and pregnant women who are below income and resource limits.</p> <p>Eligible families can own a home, household goods, and up to \$1,000 in countable assets. The first \$5,000 in equity value of a vehicle is exempt, and equity that exceeds this amount counts towards the \$1,000 asset limit. Recipients may accumulate up to \$3,000 in savings.</p> <p>Of the 57,633 total cases in May 2005, 4,399 (or 7.6% of the caseload) were extensions (post 5 years) Among the extensions, 1014 (or 23% of extensions) were Child Safety Net.</p> <p>5,416 cases were on sanction in May 2005, this is 9% of the caseload.</p> <p>For working families, 50% of their monthly gross earned income is counted against the grant.</p>	<p>Children under 18; children under 19 attending high school or GED program full-time; parents or needy caretaker relatives of these children; unmarried teen parents under 18; pregnant women with no other children.</p> <p>Average monthly caseload for SFY 05: 57,012</p> <p>Of the average monthly caseload of 57,012: approximately 21,134, or 37% were child only cases; approximately 30,641, or 54% were one-parent cases; and approximately 5,215, or 9% were two-parent cases.</p> <p>Children make up 70% of TANF recipients.</p>	\$277,079,000
	3. Enforce parental responsibility			

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	4. Short-term financial help to solve a problem	<p>Additional Requirements for Emergent Needs (AR-EN) provides a one-time cash payment to meet emergent housing or utility needs for pregnant women or families with an eligible minor who receive or apply and meet all eligibility criteria for TANF, State Family Assistance or Refugee Cash Assistance. AR-EN capped at \$750 in April 2004.</p> <p>Diversion Cash Assistance - Provides one-term financial assistance of up to \$1,500 to eligible TANF applicants in lieu of ongoing TANF aid. Purpose is to allow applicants to accept or maintain employment and divert the applicant from TANF and long-term welfare dependency to keep otherwise eligible families from becoming dependent upon TANF. Clients must repay a prorated share of DCA if they become TANF recipients in less than 12 months.</p>	<p>Covers four major areas of need: preventing eviction (EV), securing housing once a person has been evicted (EX), preventing utility shut off (SO), and obtaining housing for homeless families (HO).</p> <p>Average payments and number of families served in July 2004 – May 2005:</p> <p>EV -\$586 / 464 families SO -\$367 / 317 families HO -\$602 / 221 families EX - \$612 / 158 families Other - \$499 / 93 families</p> <p>Average monthly families served July 2004 – May 2005: 1,185</p> <p>Average monthly expenditures July 2004 – May 2005: \$664,032</p> <p>Low-income families with temporary emergent needs who are not likely to need continued assistance if those needs are met. Recipients must meet TANF eligibility criteria.</p> <ul style="list-style-type: none"> Average monthly caseload for July 2004 – May 2005: 488 Average grant amount for July 2004 – May 2005: \$1,374 	<p>\$7,443,000</p> <p>\$6,912,000</p>
3. Limit family size				

Goal B: Increase Self Sufficiency

Key Strategies in Order of Influence	Causal Factors in Priority Order	Services Offered (Description)	Population served, eligibility, volume	Service Costs and Outcomes
1. Job and Income progression	Same as above			
2. Income Support	Same as above			
3. Limit family size	Same as above			
4. Asset Accumulation		Individual Development Accounts - Low-income families contribute to savings accounts that receive \$2 for every \$1 they save (up to \$4,000). Families must use the savings for: <ul style="list-style-type: none">• higher education• first-time home purchase• business start-up		\$594,000

Goal C: Support for Children

Key Strategies in Order of Influence	Causal Factors in Priority Order	Services Offered (Description)	Population served, eligibility, volume	Service Costs and Outcomes
1. Income Support	Same as above			
2. Barrier removal	Same as above			
3. Quality Child Care	Same as above			
4. Parenting Skills	See Training and Education in Goal A			

Other services

Program/Service	Short Description	SFY 04 Funding	Population Served	Potential Consequences
DSHS Staffing	<p>Economic Services employees determine eligibility for TANF, diversion, childcare, and other related benefits and services, and provide case management for TANF families. TANF administrative spending is federally capped at 15%. Washington State's TANF administrative spending is 8.1%.</p> <p>Total FTE: 1,067.8 CSO FTE: 807.75 Regional FTE: 69.54 HQ FTE: 190.52</p> <p>Total FTE by Major Program Child Care Licensing: 102.08 Child Care: 191.46 WorkFirst/TANF: 774.26</p>	<p>\$86,317,000</p> <p>Staffing Costs (object A/B only): \$59,888,522 Rent/Utilities: \$8.3m Communications: \$3.1m All other Goods/ Services: \$2.5m Personal Service Contracts (ACES): \$3.1m Capital Outlays: \$2.8m Miscellaneous: \$1.9m</p>	<p>Average number of cases per WorkFirst Program Specialists and WorkFirst Social Workers varies among CSOs and regions; union agreement specifies average caseload not exceed 200 TANF cases per worker.</p>	<p>Economic Services staff is cost allocated using the Random Moment Time Sample process. Approximately 32% of all staff and related costs are charged to TANF using this methodology. Any reduction in TANF funding would require a larger overall reduction in order to obtain the TANF reduction.</p> <p>Timeliness and accuracy of benefits will decrease harming WA families and putting the state at risk of state or federal audit findings and fiscal penalties. Reductions without corresponding policy changes will result in office closures and lack of access to services.</p>
DSHS Overhead	<p>DSHS agency-wide overhead costs are cost allocated to all federal programs.</p>	<p>\$14,515,000</p>	<p>Average number of cases per WorkFirst Program Specialists and WorkFirst Social Workers varies among CSOs and regions; union agreement specifies average caseload not exceed 200 TANF cases per worker.</p>	<p>DSHS allocates a portion of its overhead costs to funding within the TANF Box (CCDF, TANF, etc.) based on a federally approved cost allocation plan. Any reductions would have to be pre-approved by the federal cognizant agency (DHHS).</p> <p>Dollar for dollar replacement with GFS would be required. Absent that, reductions will result in office closures.</p>
DSHS Other (Children's Admin)	<p>TANF – non-assistance (\$17.7 mil): Partially funds emergency social services staff including Child Protective Services Intake and Investigations and the social work needed to facilitate the initial emergency</p>	<p>\$ 37,247,000</p>	<p>Information can be provided in total. However, no TANF assistance is used in any of these programs so individual client data is not reported. Also, as TANF is one of many funding sources for almost all of these programs, clients/ population data cannot be attributed to TANF funding alone.</p>	<p>Reduction or elimination of CCDF funding would reduce or eliminate childcare services which are an integral part of case services to reduce the number of children entering foster care or allow foster parents to work and also care for children in out-of-home placement.</p>

Program/Service	Short Description	SFY 04 Funding	Population Served	Potential Consequences
	<p>placement of children in out-of-home care.</p> <p>TANF – non-assistance (\$0.5 mil): Provides short-term (less than 4 months) non-recurrent Kinship care supports to facilitate out-of-home placement of children with kin.</p> <p>TANF to SSBG (\$10.6 mil): Partially funds direct social service staff including Child Protective Services, Child Welfare Services and Family Reconciliation Services.</p> <p>TANF to CCDF Discretionary (\$10.0 mil): Partially funds childcare subsidies for Child Protective Services/Child Welfare Services (CPS/CWS) childcare and Employed Foster Parent child care.</p>			<p>Elimination or reduction of kinship care supports would reduce the number of children able to avoid or leave stranger care in foster care and further overburden the foster care system, requiring additional state funding in the foster care system.</p> <p>Dollar for dollar replacement with GFS would be required to maintain services</p>
OFM WorkFirst Contracts	<p>Performance Team conducts budget management, creates and manages performance management systems, coordinates activities of the four WorkFirst agencies; and coordinates internal communications</p> <p>Coordinates a statewide EITC awareness campaign</p>	\$506,524	DSHS, ESD, SBCTC, CTED, Washington Taxpayers.	<p>Loss of coordination among agencies</p> <p>Loss of coordinated effort to increase EITC and Child Tax Credit usage.</p>
Local Area Planning	Supports the local partnerships in 32 local communities and Sub 2/3. This program was established as part of the original WorkFirst legislation.	\$ 151,000	WF local and state partners across the state	Loss of coordinated partnership communication, sharing of best practices, strategic planning services